AMENDMENTS TO THE CLAIMS:

Claims 1-43 were pending at the time of the Office Action.

Claims 1, 4-6, 20, 21, 24-26, 36, 37, 40, and 43 are hereby amended.

Claims 1-43 remain pending.

1. (Currently Amended) A method for job requisition, comprising:

forming an inline interview including a set of job characteristics for a position to be filled;

assigning a set of employer rankings for the set of job characteristics;

providing the inline interview to one or more prospective job seekers;

receiving a set of job seeker rankings for the set of job characteristics <u>from inputs provided via the inline interview specifically for the position to be filled</u> from each of the one or more prospective job seekers; and

generating a score for each of the one or more prospective job seekers, including comparing the set of employer rankings with the set of job seeker rankings.

2. (Original) The method of Claim 1, wherein forming an inline interview includes defining one or more job skills associated with the position.

3. (Original) The method of Claim 2, wherein defining one or more job skills associated with the position includes accessing a predetermined set of job skills from a job skills database.

4. (Currently Amended) The method of Claim <u>1</u> 3, wherein <u>the set of job characteristics includes at least one of a job skill associated with the position or a tool applicable to the position, and wherein the set of job seeker rankings includes at least one desire ranking indicating the one or more prospective job seekers' desire to at least one of perform the job skill associated with the position or work with the tool applicable to the position</u> accessing a predetermined set of job

~~skills from a job skills database includes accessing a predetermined set of job skills from an omnibus set of all possible job skills.~~

5.   (Currently Amended) The method of Claim 4 ~~3~~, wherein <u>the desire ranking comprises at least one of a like, a dislike, or an indifference</u> ~~accessing a predetermined set of job skills from a job skills database includes accessing a tailored set of job skills according to one or more parameters associated with the position~~.

6.   (Currently Amended) The method of Claim 2, wherein defining one or more job skills associated with the position includes <u>at least one of accessing a tailored set of job skills according to one or more parameters associated with the position,</u> selecting a standard job skill from a predetermined job skills database, and forming a custom job skill specifically applicable to the position to be filled.

7.   (Original) The method of Claim 1, wherein forming an inline interview includes defining one or more job tools associated with the position.

8.   (Original) The method of Claim 7, wherein defining one or more job tools associated with the position includes at least one of:

selecting one or more standard tools from a predetermined set of job tools; and

defining one or more custom tools specifically applicable to the position to be filled.

9.   (Original) The method of Claim 1, wherein assigning a set of employer rankings for the set of job characteristics includes assigning at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

10. (Original) The method of Claim 1, wherein providing the inline interview to one or more prospective job seekers includes posting the inline interview on a website of a global computer communication network.

11. (Original) The method of Claim 1, wherein receiving a set of job seeker rankings for the set of job characteristics includes receiving at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

12. (Original) The method of Claim 1, wherein generating a score for each of the one or more prospective job seekers includes computing a score using a plurality of computer-readable instructions embodied in a software routine.

13. (Original) The method of Claim 1, wherein the set of employer rankings includes a plurality of first quantitative rankings and the set of job seeker rankings includes a plurality of second quantitative rankings, and where generating a score for each of the one or more prospective job seekers includes calculating a score based on the first and second quantitative rankings.

14. (Original) The method of Claim 1, wherein the set of employer rankings includes a plurality of first qualitative rankings and the set of job seeker rankings includes a plurality of second qualitative rankings, and where generating a score for each of the one or more prospective job seekers includes calculating a score based on the first and second qualitative rankings.

15. (Original) The method of Claim 1, wherein generating a score for each of the one or more prospective job seekers includes, for each of the set of job characteristics, multiplying a difference between a particular employer's ranking and a particular job seeker's ranking by a weighting value to produce a job characteristic product, and summing over all the job characteristic products.

16. (Original) The method of Claim 15, wherein generating a score for each of the one or more prospective job seekers includes multiplying an a_0 by a number of required skills met to provide a first product, multiplying an a_1 by a number of required skills exceeded to provide a second product, multiplying an a_2 by a number of custom skills met to provide a third product, multiplying an a_3 by a number of custom skills exceeded to provide a fourth product,

multiplying an a4 by a number of extra skills to provide a fifth product, multiplying an a5 by an average desire to perform required skills to provide a sixth product, multiplying an a6 by an average desire to perform custom skills to provide a seventh product, multiplying an a7 by an average desire to perform extra skills to provide an eighth product, multiplying an a8 by a number of required tools met to provide a ninth product, multiplying an a9 by a number of required tools exceeded to provide a tenth product, multiplying an a10 by a number of custom tools met to provide an eleventh product, multiplying an a11 by a number of custom tools exceeded to provide a twelfth product, and multiplying an a12 by a number of extra tools to provide a thirteenth product.

17. (Original) The method of Claim 16, wherein [a2 $\approx$ a10], [a0 $\approx$ a8], [a3 $\approx$ a11], [a1 $\approx$ a9], [a5 $\approx$ a6], and [a4 $\approx$ a12].

18. (Original) The method of Claim 16, wherein [a2$\approx$a10] > [a0 $\approx$ a8] > [a3 $\approx$ a11] > [a1 $\approx$ a9] > [a5 $\approx$ a6] > [a4 $\approx$ a12] > a7.

19. (Original) The method of Claim 16, where the weighting values are assigned so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and regular tools.

20. (Currently Amended) The method of Claim 16, where the weighting values are assigned so that a ranking of a ~~the~~ job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at least one of an experience and a capability in excess of a required level.

21. (Currently Amended) A computer program product adapted to perform a job requisition, the computer program product comprising:

a first computer program portion <u>configured</u> <s>adapted</s> to perform a position description creation process, the position description creation process including forming an inline interview having a set of job characteristics for a position to be filled, assigning a set of employer rankings for the set of job characteristics, and providing the inline interview to one or more prospective job seekers;

a second computer program portion <u>configured</u> <s>adapted</s> to perform a job application process, the job application process including receiving a set of job seeker rankings for the set of job characteristics <u>from inputs provided via the inline interview specifically for the position to be filled</u> from each of the one or more prospective job seekers; and

a third computer program portion <u>configured</u> <s>adapted</s> to perform a job seeker selection process, the job seeker selection process including generating a score for each of the one or more prospective job seekers by comparing the set of employer rankings with the set of job seeker rankings.

22. (Original) The computer program product of Claim 21, wherein the first computer program portion is further adapted to define one or more job skills associated with the position.

23. (Original) The computer program product of Claim 22, wherein the first computer program portion is further adapted to access a predetermined set of job skills from a job skills database.

24. (Currently Amended) The computer program product of Claim <u>21</u> <s>22</s>, wherein <u>the set of job characteristics includes at least one of a job skill associated with the position or a tool applicable to the position, and wherein the set of job seeker rankings includes at least one desire ranking indicating the one or more prospective job seekers' desire to at least one of perform the job skill associated with the position or work with the tool applicable to the position</u> <s>the first</s>

~~computer program portion is further adapted to access a predetermined set of job skills from an omnibus set of all possible job skills~~.

25. (Currently Amended) The computer program product of Claim <u>24</u> ~~22~~, wherein <u>the desire ranking comprises at least one of a like, a dislike, or an indifference</u> ~~the first computer program portion is further adapted to access a tailored set of job skills according to one or more parameters associated with the position~~.

26. (Currently Amended) The computer program product of Claim <u>21</u> ~~22~~, wherein the first computer program portion is further <u>configured to at least one of access a tailored set of job skills according to one or more parameters associated with the position,</u> ~~adapted to~~ select a standard job skill from a predetermined job skills database, and form a custom job skill specifically applicable to the position to be filled.

27. (Original) The computer program product of Claim 21, wherein the first computer program portion is further adapted to define one or more job tools associated with the position.

28. (Original) The computer program product of Claim 27, wherein the first computer program portion is further adapted to define one or more job tools associated with the position by at least one of:
   selecting one or more standard tools from a predetermined set of job tools; and
   defining one or more custom tools specifically applicable to the position to be filled.

29. (Original) The computer program product of Claim 21, wherein the first computer program portion is further adapted to assign at least one of a quantitative factor and a qualitative factor to each of the set of job characteristics.

30. (Original) The computer program product of Claim 21, wherein the first computer program portion is further adapted to post the inline interview on a website of a global computer communication network.

31. (Original) The computer program product of Claim 21, wherein the second computer program portion is further adapted to receive a set of job seeker rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

32. (Original) The computer program product of Claim 21, wherein the set of employer rankings includes a plurality of first quantitative rankings and the set of job seeker rankings includes a plurality of second quantitative rankings, and wherein the third computer program portion is further adapted to calculate a score by comparing the first and second quantitative rankings.

33. (Original) The computer program product of Claim 21, wherein the set of employer rankings includes a plurality of first qualitative rankings and the set of job seeker rankings includes a plurality of second qualitative rankings, and wherein the third computer program portion is further adapted to calculate a score by comparing the first and second qualitative rankings.

34. (Original) The computer program product of Claim 21, wherein the third computer program portion is further adapted to calculate a score for each of the one or more prospective job seekers, including, for each of the set of job characteristics, multiplying a difference between the employer's ranking and the job seeker ranking by a weighting value to produce a job characteristic product, and summing over all the job characteristic products.

35. (Original) The computer program product of Claim 34, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and regular tools.

36. (Currently Amended) The computer program product of Claim 34, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of a ~~the~~ job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at least one of an experience and a capability in excess of a required level.

37. (Currently Amended) A system for conducting a job requisition, comprising:

an employer input component;

a job seeker input component; and

a computer operatively coupled to the employer input component and the job seeker input component, the computer including:

an input/output device coupled to receive a set of employer rankings of a set of job characteristics from the employer input component, and a set of job seeker rankings of the set of job characteristics from the job seeker input component; and

a processor <u>configured</u> ~~adapted~~ to receive the sets of job seeker and employer rankings and to analyze the sets of job seeker and employer rankings, the processor including:

a first computer program portion <u>configured</u> ~~adapted~~ to perform a position description creation process, the position description creation process including forming an inline interview presenting the set of job characteristics for the position to be filled, assigning a set of employer rankings for the set of job characteristics, and providing the inline interview to one or more prospective job seekers;

a second computer program portion <u>configured</u> ~~adapted~~ to perform a job application process, the job application process including receiving a set of job seeker rankings for the set of job characteristics <u>from inputs provided via the inline interview specifically for the position to be filled</u> from each of the one or more prospective job seekers; and

a third computer program portion <u>configured</u> ~~adapted~~ to perform a job seeker selection process, the job seeker selection process including generating a score for each of the

one or more prospective job seekers by comparing the set of employer rankings with the set of job seeker rankings.

38. (Original) The system of Claim 37, wherein the input/output devise is adapted to receive at least one of the set of job seeker rankings and the set of employer rankings via a computer communication network.

39. (Original) The system of Claim 37, wherein the first computer program portion is further adapted to receive the set of employer rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

40. (Currently Amended) The system of Claim 37, wherein the set of job characteristics includes at least one of a job skill associated with the position or a tool applicable to the position, and wherein the set of job seeker rankings includes at least one desire ranking indicating the one or more prospective job seekers' desire to at least one of perform the job skill associated with the position or work with the tool applicable to the position the second computer program portion is further adapted to receive the set of job seeker rankings for the set of job characteristics including at least one of a quantitative factor and a qualitative factor for each of the set of job characteristics.

41. (Original) The system of Claim 37, wherein the third computer program portion is further adapted to calculate a score for each of the one or more prospective job seekers, including, for each of the set of job characteristics, multiplying a difference between the employer's ranking and the job seeker ranking by a weighting value to produce a job characteristic product, and summing over all the job characteristic products.

42. (Original) The system of Claim 41, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of at least one of custom skills and custom tools is at a higher weight than a ranking of regular skills and regular tools.

43.   (Currently Amended) The system of Claim 41, wherein calculating the score for each of the one or more prospective job seekers includes assigning weighting values so that a ranking of a ~~the~~ job seeker's desire to perform a specified job activity is at a higher weight than a ranking of at least one of an experience and a capability in excess of a required level.